



Indiana Career Council
Indiana State Library, Author's Room 203
315 W. Ohio Street
Indianapolis, IN
September 25, 2013

MEETING MINUTES

Members Present: Lt. Governor Sue Ellspermann, Gary Hobbs, Joe Loughrey, Teresa Lubbers, Debra Minott, Governor Mike Pence, Neil Pickett, Superintendent Glenda Ritz, Scott Sanders, Victor Smith, Tom Snyder, Dan Waldrop

Advisory Members Present: Rep. Steve Braun, Kevin Brinegar, J.R. Gaylor, Rep. Christina Hale, Sen. Frank Mrvan, Sen. Jim Smith

Staff Present: Jackie Dowd

Advisory Members Not Present: Pat Kiely

I. Call to Order and Welcome

Governor Pence called the meeting to order at 11:05am and welcomed Council members.

II. Roll Call

Lieutenant Governor Ellspermann conducted a roll call of members and recognized that all voting members of the Council were present.

III. Approval of Minutes from August 19 Meeting

Council members reviewed the minutes from the August 19th meeting. Mr. Smith moved that the minutes be approved as written. Superintendent Ritz seconded; motion passed.

IV. Continuing Business

a. Skill Gap Analyses Discussion

Governor Pence recognized Carol Rogers from the Indiana Business Research Center (IBRC), who provided the Council with the results of IBRC's review and analysis of the reports detailing skill gaps within Indiana and beyond. Ms. Rogers' summary indicated that the reports indicated that employers report that they need specific hard skills and professional certifications, workers that have multiple skills that are adaptable to changing workplace demands and post-secondary courses and programs that are closely aligned with industry needs. Additionally, employers consistently report the need for workers that have and can demonstrate soft skills, including critical thinking, problem solving, dependability, and drug-free.

Ms. Rogers also reported that the IBRC found that there is a need for a strong system of vocational and technical education that provides students with the skills to succeed in the workplace, insights into

career pathways, and provide employers with skills to immediately contribute productively. Based upon the analysis provided in the reports they reviewed, Ms. Rogers reported that the IBRC found the following recommendations for narrowing the skills gap:

- Ensure close partnerships between industry, educators, and students at all levels;
- Involve the business community throughout the talent-development pipeline;
- Place an earlier emphasis on career options;
- Provide dual tracks of career readiness and college readiness, while retaining the flexibility for students to pursue both;
- Implement and/or enhance three-year CTE programs, where students spend two years of high school and one year in post-secondary, culminating in an industry-recognized credential;
- Integrate basic skills instruction within occupational training/education;
- Enhance/expand the use of prior learning assessments, competency-based models, and open courseware to accelerate degree attainment;
- Expand eligibility to financial aid for sub-baccalaureate degree and part-time students;
- Expand federal on-the-job training (OJT) programs;
- Establish statewide lifelong learning accounts via payroll withholding for continuing education;
- Ensure that longitudinal data is used at all levels to better understand and serve working learners.

Following discussion, Governor Pence thanked Ms. Rogers and the IBRC for their work in providing and contextualizing the numerous skill gap reports. He also asked Council members to review the full report IBRC had drafted, which was provided to Council members in their meeting packets.

b. Taskforce Updates

i. Indiana Workforce Intelligence System

Taskforce Chair, Representative Braun, provided the Council with an update on the activities and next steps of the IWIS Taskforce, which was established at the August meeting of the Council. The IWIS taskforce has developed a timeline and work plan to complete its work, and provide a report, containing recommendations for enhancing and overseeing IWIS, at its November meeting.

ii. Community College Best Practices

Taskforce Chair, Joe Loughrey, provided the Council with an update on the activities and next steps of the Community College Best Practices Taskforce, which also was established at the August meeting. Mr. Loughrey reported that the taskforce has met twice since the August Council meeting, and that it had heard about community college best practices from staff of both the Aspen Institute and Complete College America. Mr. Loughrey reported that the taskforce would utilize information from these two groups to help guide its work in developing recommendations to the Council at its November meeting.

c. Strategic Plan Framework

Due to time limitations, Governor Pence asked members to review the strategic plan framework document that has been developed by staff and to be prepared for a detailed discussion at the next meeting of the Council.

V. New Business

a. Introduction to Career Pathways

Ms. Dowd provided a presentation to Council members covering the concept and practices of career pathways and sector strategies, and their applicability to the Council's work. Following the presentation, Governor Pence invited Council members to review the presentation that Ms. Dowd provided and to reach out to her with any questions or desire for more information.

b. Update on Indiana Works Councils

Governor Pence provided the Council with a brief update on the formation and expected activities of the Indiana Works Councils. He reported that members of the Works Council have been appointed, and that meetings would begin in early October.

VI. Adjournment

Governor Pence adjourned the meeting at 12:30pm and announced that the next meeting will be on Monday, October 21st at 1pm at the same location.